

Executive Director's Report

Walter Allen, Jr.



Over the past few months things have been moving at a more rapid pace than usual. Many of our units have been in contract negotiations for much longer than usual. The complexity of the issues and the still tough economy has given employers a certain advantage in bargaining and made union bargaining committees work much harder than before just to keep what they had. The days of the union's committee simply presenting management with their wish list are gone. Now negotiators for the union are trying to hold on to the benefits that they have built up for members over many years of negotiations.

For Local 30 members this scenario has been no different. As we bargain contracts with our employers these days we too are forced to accept lower wage increases than in the recent past and pair down proposals to improve benefits in favor of preserving benefits at all costs. Health care benefits are the most difficult to preserve given the exceptional rate of the costs associated with those benefits. Many small employers are finding it difficult to be able to afford the increases in the costs and therefore attempt to pass those costs along to their employees. As a result the union must be very creative to ensure that our member's benefits are protected.

Another significant change that has taken place over the past several years has been

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President's Report

Marianne Giordano



As union members one of the most important benefits we have is our union contract. Throughout the year Local 30 contracts are being bargained in all the locations where we represent OPEIU union members. It has been a very busy year for bargaining in Arizona, Los Angeles and our newest units in Denver. As many of you may already know, OPEIU Local 30 strives to provide our members with additional benefits outside of our union contracts. We have over the years built union capacity by having events that all our members and their families can engage in.

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Vice President's Report

Cathy Young



Once again, a good time was had by all at the Local 30 Family Fun Day this year held at SeaWorld in San Diego. Nearly 700 Local 30 members and their families enjoyed the park, the buffet lunch, and the festivities on a beautiful sunny San Diego day.

This year we saw many of our Los Angeles area members make the trip as well. Many of them pleased with the venue, said they were happy that the union provided such an opportunity

and looked forward to see what next year's event will be. "It was well worth the trip," reported Yvonne Petty from our City of Hope unit in Duarte.

As we continue to expand our events in our Arizona and Colorado regions we plan to continue the Day at the Races in Los Angeles that has been so popular as well as the Family Fun Day in San Diego.

Don't miss our next fun event. Watch the Newsletter for more information. ■



Important Information for All Members Regarding OPEIU Membership Benefits

PerksCard Benefit To Be Discontinued Effective October 1, 2013

New Towing/Service Calls Cards To Be Issued

**2 New
Membership
Benefits?**

OPEIU is pleased to report that the OPEIU Towing/Service Calls program is a big hit with members throughout the country, and that the program will continue to be part of

OPEIU's Membership Benefit Program at no additional cost to the member!

At the OPEIU 26th Convention in June 2013, however, delegates approved the discontinuation of the PerksCard benefit due to low usage, effective October 1, 2013. While the towing program information will remain the same, to avoid any confusion we are reissuing to all members a new card without the PerksCard information.

All members' new towing/service calls cards will be included in the next issue of *White Collar*. Members should remove the card from the magazine and put it in their wallet immediately. There also will be a keyfob included that can be put on your keychain so it's with you at all times and can be used if you are in need of a tow or service call. **Please note that all members' current towing/service calls cards will remain in effect and can be used until they receive the new cards.**

As a reminder, the OPEIU towing/service calls program is through Nation Safe Drivers (NSD) and all calls should be made to this company only. OPEIU is not responsible for reimbursing members for calls made to other

towing services, so please consult this card and call the NSD number provided when you are in need of a tow or service call.

All of this information will be published with the cards in the next issue of *White Collar*, which will be mailed in late October 2013.

OPEIU Introduces Two New Membership Benefits!

OPEIU is pleased to announce that delegates to the OPEIU 26th Convention also approved the introduction of two new membership benefits for all OPEIU members – a \$2,000 life insurance benefit, and a \$2,000 accidental death and dismemberment benefit. These new benefits are being provided at no additional cost to OPEIU members. This is in addition to any life insurance and accidental death and dismemberment benefits currently offered by Local Unions.

Both the life insurance and accidental death and dismemberment certificates will be included in the next issue of *White Collar*. Once received, these certificates should be removed from the magazine and kept in a safe place with other important financial documents.

As with the towing/service calls cards, extra copies of the certificates will be printed and sent to those Local Unions, Guilds and Directly Affiliated Groups that do not receive the *White Collar*. These certificates will also be mailed in late October. ■

Stewards Wanted

One of the great strengths of Local 30 is undoubtedly our Steward network. With Stewards in many of our departments and locations at all of our units with all of our employers, we are far better able to support and inform our members at all times.

Our stewards receive training and support from the union and are always able to get quick assistance when needed from the field staff of the union. Members always benefit from having a Steward in their area and receive timely information about their



contract, the union, and their benefits. Stewards play a vital role in a strong union that is responsive to its members.

If you would like to know more about becoming a Steward, or you work in an area where there is no Steward presently, feel free to call the union office and let the staff know (619) 640-4840. They will be happy to help.

Think about becoming part of our team and do your part to make our union even stronger. Become a leader. Call today! ■

Executive Director's Report

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in the expectations of our members. Almost without exception our members are telling us at negotiation time that they want to preserve their health coverage first and foremost. Wages while important have dropped to second place on the list of things members want the union to focus on in bargaining. Expanding other benefits like adding Holidays and other time off benefits are seldom mentioned at all these days. There is no doubt that our members clearly understand the way things are at the moment and make their priorities clear to their representatives.

While we are at a moment in time, a very difficult moment, this too will improve. We have been here before and will likely be here again as the economy ebbs and flows as it has in this country for many decades. There are always other things that complicate each downturn throughout history but we manage to overcome them and move on.

So while we continue to work our way through these difficult times and bargaining takes longer than usual and is far more complicated than usual we will prevail. Our commitment to provide the best representation possible will always bring the best results possible. With each contract we settle these days we start thinking about the next one and how we plan to return to the position of power in bargaining that got us here in the first place. ■

Weingarten Card

(If called to a meeting with management, read the following or present this card to management when the meeting begins.)

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

KNOW YOUR RIGHTS - INVESTIGATIONS

Anytime you are questioned by a supervisor where you believe discipline may result or notes are kept by the supervisor:

1. Request a OPEIU Local 30 Representative. Management must ensure a Representative is supplied upon request.
2. **BEFORE you answer any questions, you have the right:**
 - a. to know who is your accuser.
 - b. what specific rule you're accused of violating.
 - c. review documentation management may have against you.
 - d. time to confer with your Representative.
3. Don't answer anything if a Representative is not provided, just keep the chair warm.

OPEIU Local 30 (619) 640-4840

What's Up in L.A., Arizona and Colorado?

Labor Day Picnic



Local 30 members participated in the Tucson, AZ Labor Day Picnic – Sister Rosalinda Rae who was our OPEIU #30 representative at all the Labor Day Picnic PALF meetings, was there bright and early to help set up our booth, and was on constant duty getting all of our supplies, making sure all our volunteers kept hydrated, got fed, keeping track of all the children's corner activities, jumping castle, face painting, and made sure the Pinata activity stayed organized and safe for all those in attendance.

Pictured above is sister Elvira Acosta and her daughter, former OPEIU sister Selina Sandoval, who travels to Tucson each year to help us at the face painting booth or food service. Selina is on Honorary Withdrawal since she left to join the US Navy.

Contracts Ratified in Arizona

I'm happy to report that Local 30 has successfully bargained several contracts in our Arizona units including: Southwest Regional Council of Carpenters, Southwest Carpenters Training Fund, Carpenters Locals 408 & 1506, IBEW Local 570, CWA 7019, Zenith American Solutions, Bricklayers and Allied Craftmen Local No.3 and Phoenix Bricklaying and Tile Setting JATC, and the Ironworkers Local 75, just to name a few. Congratulations to all!



Congratulations on your Retirement!

Avid union supporters and stewards. Thank you for your dedication and support of your union.



Dianne Saldano
IBEW Local 640, AZ



Larry Petrea
California Service Center,
CA



Beverly Carter
Kaiser Permanente, CA

City of Hope Unit Settles Contract

Local 30 members at the City of Hope have ratified their new three year contract which will run through 2016. The new pact includes wage increases and some benefit improvements as well as a number of language changes. The offer was ratified by an overwhelming majority of Local 30 members at all locations.

The bargaining committee consisting of Chief Steward Annie Watson, and Stewards Jill Jertson and Elsa Vasquez recommended the package at ratification. Local 30 Executive Director Walter Allen and Director of Member Services Annette Baxter led the bargaining for the union.

"This was a far more difficult process than we have been through before with City of Hope," reported Watson. "With all the confusion and uncertainty in health care these days and with the changes that are largely unknown at this point which will result from the Affordable Care Act, there were a lot more issues than usual which made it more difficult and take longer."

"We met several times throughout the summer and continued to talk through our issues," said Local 30 Director of Member Services Annette Baxter. "This was a very involved negotiation with a lot of moving parts. Our committee spent a lot of time both at the table and in caucus trying to find solutions and we think this package reflects that."

Despite the longer than usual amount of time it took to reach agreement the parties maintained their commitment to honest labor relations and relied heavily on the relationships that have been built up over many years to come back with an agreement the members could support.

All financial benefits in the agreement including wage increases were paid to employees retroactive to August first. ■

Our diversity makes us strong.



ARIZONA/CALIFORNIA/COLORADO

Why Total Health?

For Local 30 members working at Kaiser Permanente the National Agreement settled in 2012 called for a joint commitment to Total Health for all employees in the union coalition, supervisors, and managers. The deal was that we all would endeavor to improve the health metrics of the group over time and reduce the costs of providing health care benefits to this group. It was that simple.

As part of that momentous agreement in 2012 a joint subcommittee was formed to design and implement a Total Health Incentive Plan (THIP) that would provide the motivation to get employees started on the road to improved health metrics. The Plan would include taking the Total Health Assessment (THA) and getting regular screenings (things we are already doing in most cases), as well as working toward improvement in certain biometrics such as reducing smoking, lowering BMI, lowering cholesterol, and lowering hypertension. And the incentive includes payouts of up to \$500 per year for each employee in the group. While the work of this subcommittee has taken longer than expected, the THIP is finally here.



health care benefits will help to protect those benefits from changes in the future. Since the 2008 National Agreement reopener, the cost of employee health care benefits has been a hot topic. In the 2010 round of bargaining and then again in 2012 that issue was central to the negotiations and the threat of higher copay's and employee cost sharing was very real. The result of those discussions was a temporary hold on any benefit changes while the parties attempt to bring down the cost another way, through Total Health.

On January 1, 2014 the first year of the THIP will begin. It is very important to remember that this entire plan will track the group and not individuals. This means that all outcome measures are based on group performance so that individuals can never be identified as participating or not or held accountable for their own performance. The goal is to make the group's numbers improve and therefore lower the cost of the group as a whole. No one's individual data or performance can be singled out and participation is voluntary.

So, why do it? Well, aside from the benefits of becoming healthier yourself, and the \$500, driving down the overall cost of your

The Total Health approach is meant to be the easiest way to deal with benefit costs and avoid changes to the plans that cover employees. It is certain that if these costs continue to rise as they are that changes will be made. Plans will change, costs will shift to employees, and no one will be happy. If we are successful in bringing down the cost to deliver these benefits to our employees then we will be in a much better position to maintain our benefits and continue to have the best benefits in the business. It's time to try something different. Here's to good health! ■

Fact or Perception?

By: Lolita Babaran, Business Agent

Sometimes when I am sitting down having a conversation with family, friends, or even acquaintances, the subject of Union comes up for discussion. And here we go... It's inevitable; I always hear at least one person say, "I believe in the Union; I just don't like that they protect the lazy workers." Those words are like nails to a chalk board for me. My emotions start to boil, and I suddenly find myself turning into one of those mob wives on T.V. Usually, I try to control my anger, but anybody who knows me can tell, just by my body language, that I am now in a defensive mode.

Nevertheless, knowing that you can catch more flies with honey, than you can with vinegar, I take a deep breath, and as I try to maintain my composure, I simply ask the question, "Is your opinion based on fact or

perception. What you may think you see - may not necessarily be what it actually is." Ten times out of ten, their opinion about the union is based on perception. That's unfortunate, don't you think? Well, think again.... I like to view this as an opportunity - an opportunity to set these people straight.

In my own colorful way, I explain that the union does not protect the lazy employees, who never come to work, take multiple breaks, take long lunches, and could care less about their coworkers, having to pick up the slack for their laziness. That is not what the Union is protecting. What the Union does protect is the process, in which employees - all employees - are entitled to receive during any potential disciplinary actions. In all instances, what goes on behind the scenes is information that people, on the outside looking in, are not

privity to. You know that saying, "There are always two sides to every story." Well, there's a reason why that saying exists; however, in a Union environment, there is at least 3 to 4 sides to a story, and it is the responsibility of the Union to research all sides, representing the employee every step of the way. I mean think about it. Wouldn't you want the Union to represent your best interest, regardless of people's perception of you? I think you would. And that is what Local 30 does; we represent your best interest.

So, in the future, if you ever hear one of your coworkers complaining about how the Union protects lazy workers, maybe you won't be too quick to agree because there are always two sides to every story. ■

New Health Incentive Finalized Getting Healthy Is A Team Sport

Better health. Longer lives. A team approach to a healthier workplace. No penalties for groups or individuals. An opportunity to earn some extra money. A great idea with no downside.

As union members, we know one thing for sure: our strength is in numbers. When we need to accomplish something, we work together as a group, and we are much stronger.

That's why we negotiate our national agreements together as a Coalition of 29 local

unions. In fact, it was last year in national bargaining that we proposed a Total Health Incentive Plan to KP, and management agreed, with the details of the program to be worked out this year.

We proposed this plan for important reasons. The rise in largely preventable, chronic conditions is robbing more and more Americans of their lives and their health—and it's threatening to overwhelm the health care system. We are subject to these same trends. Getting healthier will extend the quality and length of our lives, giving us more years with

our families and friends.

We wanted to create a way to encourage a teamwork approach to building a healthier workplace, without singling out anyone. We wanted to use our strength in numbers, not create divisions.

As health care workers, we wanted to be total health role models for our families and communities.

And as we do get healthier, it will help us protect our healthcare benefits, by making them less costly. ■

How It Works

The program measures progress we *collectively* make on the regional level. Incentives are based on achieving annual, manageable improvements in blood pressure, body mass index (BMI), cholesterol levels and smoking rates across the entire region. If the region improves overall, we are eligible for bonuses up to \$500 a year.

Here's what makes the program unique:

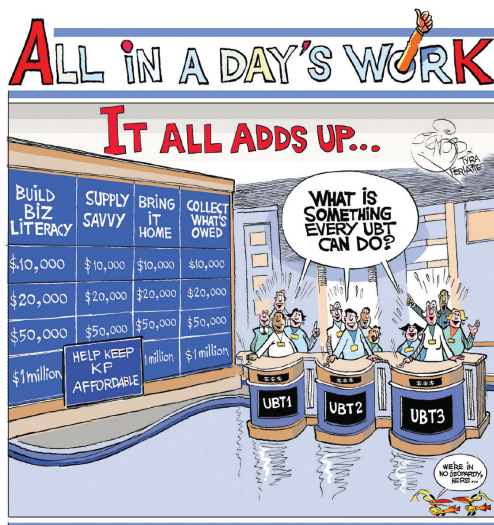
- It is about all of us together, not individuals being singled out.
- It offers incentives, not penalties.
- Our privacy is protected. The program is based on collective, regional data, not individual information. Private health information is still protected under KP policy and HIPPA.
- We can help each other. Some of our co-workers will serve as Health Champions in the workplace to help us understand the program and participate in activities to get healthier.

- It's not just us. Managers are also covered by the program, giving us all an incentive to work together to improve our health.
- And, a healthier workforce means lower health costs, which helps us keep our fully paid family healthcare coverage at a time when many other workers are losing health benefits.

Three steps to get started

Help get your region off to a strong start now.

1. Take the Total Health Assessment (THA) at kp.org/hwf
2. Visit your healthcare provider to update your biometric screenings.
3. Come up with ways to make your unit or facility healthier. Healthier food in the cafeteria? Dance or stretch breaks? Walking or cooking clubs? KP is committed to working with us at each facility to make it easier—and more fun—to get healthy at work. ■



Be Pro, Not a Shmo: Get A Flu Shot

Iurge all KP employees to get a flu shot. They are available in most KP facilities. It's a voluntary program, but our Union Coalition is committed to working with Kaiser Permanente to reduce the risk of getting and spreading the flu. In the interests of patient and workplace safety, and to do all you can to keep yourself and your family healthy, it's the right thing to do.

The flu is a contagious disease that can lead to serious illness, including pneumonia. Even healthy people can get sick enough to miss work for a significant amount of time or even be hospitalized. Flu vaccines have been given for more than 50 years and have a good safety record. Their safety is monitored by the Centers for Disease Control and Prevention and the Food and Drug Administration. Hundreds of millions of flu vaccines have been given safely.

Also, the flu vaccine *cannot* give you the flu. The most common side effects from a flu shot are a sore arm and a low fever or achiness. The nasal-spray flu vaccine might cause congestion, runny nose, sore throat, or cough. Side effects are mild and short-lived.

For more information see the Union Coalition's flu FAQs from earlier this year and our 10 Essential Tips for Flu Prevention. Or visit kp.org/flu. ■

Did you know?

About one-third of U.S. adults are flirting with danger when it comes to colon cancer. The American Society for Gastrointestinal Endoscopy reported that about one in three adults age 50 to 75 who should undergo colorectal cancer screening do not. The figures are a strong wakeup call for these Americans to seek screening for this disease, which is highly curable when caught early. And what better time to start than now. ■

President's Report

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We ended the summer with our annual 'Family Fun Day' at SeaWorld where our members and their families were able to enjoy the day at a discounted ticket price. While this event took place in San Diego executive board member Annie Watson this year arranged another successful 'Day at the Races' at Santa Anita. For our members in Arizona and Denver, more events are being planned by Linda Winters Arizona executive board member and Gayle Noon Liaison/Senior Steward in Denver. Our goal is to provide similar events for all of our members so that all may look forward to enjoying the same great Local 30 experience with your families.

While all this is going on in our piece of the world so much more is going on around us. Let's focus on the affordable healthcare act. While the debate carries on, the fact is that far too many people in this country have no healthcare insurance and the cost of healthcare for employers and individuals is simply unaffordable. So what can each of us do to help our country and the crisis that we are facing? It's simple, we must all maintain and take care of our health. We as union members need to lead this social movement and not leave it up to others. It's what unions stand for and what they have done since their inception.

So here are some facts about chronic conditions and health risks. Research indicates that chronic conditions such as diabetes, heart disease, asthma, and many cancers are preventable. The cost of chronic disease accounts for 70-80% of what health care dollars are spent on. By reducing key risk factors, we can reduce the risk of chronic disease, thereby improving our own health and reducing costs.

Whatever your size, shape, or fitness level the journey to improve our health is to start right where you are. Knowing your biometric screening prepares you to set a

health goal that's right for you. Make sure your health goal is meaningful to you and achievable. You might also want to engage family members, friends, and co-workers to support you. The focus is to get healthy and stay healthy, so you can thrive.

Being a union member, especially a Local 30 member means that you are part of a team of people who look out for one another. Our special responsibility is to offer the information and support that is needed to be successful and then to work together to get there. Throughout the years we have had many successes together with great contracts, wage increases every year, bonuses for performance, great benefits, and much more. There is no doubt in my mind that we can do this too. Helping our members realize when they may be risking their health and then providing them with the tools and support to make the changes is the next step for us. When our members live longer, healthier lives they have more time with their families and get to enjoy the union benefits



they worked so hard to earn, specifically their retirement benefits. Let's work together on this union benefit as well namely, good health for all. ■

Are you inspired to be healthy? Get started now with these simple steps. *Stay up-to-date on biometric risk screenings*

Cholesterol, blood pressure, body mass index, and smoking are four of our biggest health risks. They are also risks that we can control as we work to be our healthy best.

Understand your risks:

Cholesterol: is a type of fat in your blood. If you have too much cholesterol, it starts to build up in your arteries. This makes it harder for blood to flow, reducing the amount of blood that gets to body tissues, including the heart. This can lead to serious problems, including heart attack and stroke.

✓ **Desirable:** Less than 200 cholesterol: Get screened: Every 5 years

Blood pressure: is how hard the blood pushes against the walls of your arteries as it moves through your body. If blood pressure is too high, it can damage the blood vessels, heart, and kidneys, and lead to serious problems such as heart attack and stroke.

✓ **Desirable:** Less than 120/80 Your blood pressure: Get screened: Every year

Body Mass Index (BMI) measures a ratio of your height and weight. It's a quick way to know whether you're at a healthy weight, underweight, overweight, or obese. In general, the higher your BMI, the greater your risk of developing serious weight-related health problems.

✓ **Desirable:** 18.5 to 24.9 Your BMI: Get screened: Every year

Smoking or using tobacco can harm your health. Being tobacco-free is one of the best things you can do to protect your health. If you smoke or use tobacco, we can help you quit.

✓ **Desirable:** Tobacco-Free

If you have a suggestion, a story, or any jobsite photos we should consider for the newsletter, please contact the Union office at (619) 640-4840 or email: info@opeiulocal30.org.

Generation Next! Youth Council Corner

Hello, Sisters and Brothers!

Young Union members around the United States, California, and San Diego are making history daily to strive for a better life for all, and to create a thriving environment in our respective Unions and communities. This is an exciting time for the Labor Movement as the air is charged with like-minded individuals identified as progressive leaders with the potential to climb up the ranks within their respective organizations. September was full of opportunities for Young Union member involvement through the AFL-CIO, and San Diego & Imperial Counties Labor Council young workers initiatives. Plus, there are more exciting opportunities to come to get involved and be the change we want to see in our communities.

On September 7th and 8th, members of the AFL-CIO Next Up and OPEIU Rising Stars organizations collaborated to bring young workers together from across the U.S. to join in solidarity with workers and community partners in Los Angeles. Weekend activities to kick-off the 2013 AFL-CIO International Convention included a “Hunt for Justice” – a scavenger hunt that included a number of different activities in support of local carwash workers, a community health center, immigrant rights and other solidarity actions.

The OPEIU Local 30 Generation Next! Youth Council (GNYC) had the opportunity to send five active young leaders to participate in the weekend events. About 40 young workers were split up into teams and were tasked with items such as signing up non-union community members for the AFL-CIO's community branch, Working America;



signing up community members to “LIKE” and “follow” the AFL-CIO Next UP pages on Facebook and Twitter, respectively; and asking community members to take pictures while proudly holding signs stating, “America Wants to Work,” and “Good Jobs Now” in order to live-stream the photos on various social media outlets.

When asked about her experience on joining the carwash workers picket line – whose longtime workers faced a new, union-busting ownership that recently bought out the previous union-friendly facility – *Local 30 GNYC leader, Maria Perez said, “[she] enjoyed being in the community, working with other young people toward a greater good. It was really motivating to watch others be so involved in the labor movement.”*

Current collaborative efforts with the San Diego & Imperial Counties Labor Council to engage our Young Union and Community members to become more active through the Young Workers Coalition has become a priority within our OPEIU Local 30 GNYC. On September 24th, young Union members from across San Diego County came together for a Young Workers Forum where a crowded room filled our Local 30 Union Hall. Participants had the chance to listen to a panel of Labor Leaders’ speak on their personal stories (on how they came into their

respective roles and the importance of getting involved in the union), and reflections on the current state of the Labor Movement.

The panel discussion was followed by an important breakout session where teams brainstormed ideas on ways to create a better San Diego. The overall consensus of the group was to support each other's ongoing internal and external Union campaigns, along with a commitment to engage in efforts to be part of history in helping elect David Alvarez for Mayor of San Diego.

As some of you may already know, Alvarez is 33 years young, has served three years as a San Diego City Council member, and shares the same values and vision we do for a better San Diego. Don't miss your opportunity to put the first, young, Latino candidate into our Mayor's seat! ***“San Diego's voters need to know that David Alvarez is the only candidate we can trust...and who has a lifelong record of being a champion for working families. David's plan for San Diego will create good, middle class jobs and will prioritize restoring services to our communities like streetlights, libraries, parks, and increasing affordable housing.”*** – SDLC

Starting Tuesday, October 22nd, thru Election Day, Tuesday, November 19th, the Young Workers Coalition will be hosting a Phone Bank Night every Tuesday evening to call fellow young Union members and encourage them to Vote for David Alvarez for Mayor. Similarly, our OPEIU Local 30 Sisters and Brothers will be joining working families and community groups every Saturday morning, as we will be walking precincts in your neighborhood! ■

SAVE THE DATES! Opportunities for Young Worker involvement include:

Young Workers Coalition Phone Bank Night for David Alvarez for Mayor:

Every Tuesday evening thru Election Day –
10/22, 10/29, 11/5, 11/12, 11/19
AFSCME Local 127 Union Hall
3737 Camino del Rio South, Suite 400
San Diego, CA 92108
5:30pm – 8:30pm

- There will be weekly Special Guest Speakers!
- *Dinner provided

OPEIU Local 30 Precinct Walk for David Alvarez for Mayor:

Every Saturday morning thru Election Day –
10/19, 10/26, 11/2, 11/9, 11/16, and Sunday,
11/17
United Labor Center Parking Lot
3737 Camino del Rio South
San Diego, CA 92108
9:00am – 12:30pm

- *Continental breakfast, snacks, and lunch provided

Young Workers Coalition Forum:

Tuesday, October 29th
AFSCME Local 127 Union Hall
3737 Camino del Rio South, Ste. 400
San Diego, CA 92108
6:00pm – 8:00pm

- Participate in an Organizing 101 Training!
- Help create the YWC Mission and Vision statements!
- RSVP by **Monday, 10/28** to GeshalemPerez@opeiulocal30.org

To get involved, or for more information, contact OPEIU Local 30 Business Agent, Geshalem Perez @ (619) 640-4840 ext. 12, or GeshalemPerez@opeiulocal30.org

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Thank you for supporting your union.

THIS JUST IN!!

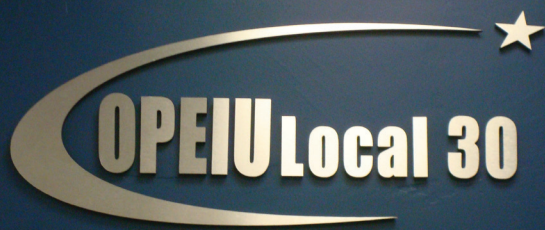
OPEIU Local 30 Young Union members (ages 40 and below) will have a chance to win cool prizes for getting involved in our **Generation Next! Youth Council** initiatives! Don't miss out on this great opportunity – follow the instructions below to be entered into a drawing at a GNYC Happy Hour* on Friday, November 22nd. Entry deadline is Tuesday, November 19th.

You will qualify for one (1) entry by completing the following two (2) items:

1. "LIKE" us on Facebook **and** leave us the following comment "#GenerationNext" –Facebook.com/OPEIULocal30
2. Submit your personal email address for future GNYC Action Alerts to info@opeiulocal30.org – simply enter "Generation Next Raffle" in the subject line

You will qualify for one (1) additional entry each time you come out to participate in our campaign efforts to help elect David Alvarez for Mayor! For more campaign details, including dates and times, please read our "Generation Next! Youth Council Corner" article inside.

(*Must be present at the GNYC Happy Hour on Nov. 22nd to win. Prizes include tablets, mp3 players, and gift cards!)



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We would like to provide you with information, fun facts, and general communications on the actions and events of our Union.